

**IT WORKFORCE
COMMITTEE MEEETING
10/16/02**

Present

Rossalyn Hoid
Kathy Comba
Kathy Ryan
Chuck Conner
Bill Vance

Top 10 Discussion

The survey has been complete. The list ranks as:

- 1 Employee Recruitment
- 2 Employee Retention
- 3 Employee Training (Guidelines)
- 4 Classifications (Expanding)
- 5 Salary
- 6 Adding Levels
- 7 Foreign Workers (Cost & Standards)
- 8 Consistent Background Checks

It was noted that salary is not the #1 on the priority list. This is consistent with a National study of same.

It was decided that this committee would group some of the issues that are related. This committee would take on Employee Retention and Employee Training. A Department of Personnel member would discuss the Classifications and Adding of Levels.

It was asked, once we compile the information together, what would be done with this information.

It was also noted that with the budget cuts, Training and Education were hardest hit. The IT Workforce website may be able to post upcoming training that would effect the IT community. Rossalyn Hoid mentioned that she would discuss the updating of the web site to include upcoming seminars and training courses with Maggie Thorne and Linda DeSantos. It was suggested that any information regarding free training be forwarded to DoIT for intranet posting. There is now E-learning available through the State of Nevada. The Department of Personnel also has a training section available on their web site.

Bill Vance attended a Personnel Commission Meeting recently and it was discussed that there should be a reclassification of specialized staff (i.e.; Program

Managers/Subject Matter Experts). This specialized staff member would handle the training of other staff.

It was expressed that Internship (must be a student) time should count as work experience.

DoIT has some positions for PSI I & II (Public Service Intern) with PCN's that they do utilize when necessary.

There were several individuals that offered their time for Job Fairs, should the state want to participate.

This committee will need to set guidelines for publishing training information. Should this be done by the Department of Personnel? Should the IT Workforce web site be linked to other training sites?

Should this committee produce a semi-annual newsletter? Will consider this.

The next IT Workforce Sub-committee meeting will be on Friday, November 15th at 1:30 p.m. in the DoIT conference room.